EXHIBIT 9

Index of Employee Declarations

	Employee Name	Title	Department	Campus
1.	Ash, Linda	Radiologic Tech	K-12 Orthopedics	Main
2.	Boyd, Rachel	Nuclear Medicine Tech	Radiology	Main
3.	Brocker, Nicole	Medical Assistant	Family Medicine	E. Jefferson
4.	Cook, Amy	Sonographer	Radiology	Main
5.	Dansby, Stephanie	LPN	Dialysis	Main
6.	Dudley, Nicole	CNA	IPD	Main
7.	Fletcher, Thomas	Nuclear Medicine Tech	Radiology	Main
8.	Hendrian, Michelle	Radiographer	General – GI Radiology	Main
9.	Kohling, Kathrine	Medical Assistant	Family Medicine	Hamtramck
10.	Lacea, Josephine	LPN	Dialysis	W. Pavilion
11.	Latif, Abdul	Medical Assistant	Family Medicine	Hamtramck
12.	Martin, Curtis	Radiographer	Radiology	Main
13.	Mousouleas, Chelsey	ED Tech	Emergency	Main
14.	Neagu, Patricia	Mammographer	Breast Imaging	NCO
15.	Nicolaou, Angela	Lead Vasc Ultrasound Tech	Vascular Surgery/Lab	Main
16.	Rush, Ranae	Patient Sitter	Clinical Resource	Main
17.	Silver, David	Radiographer	Radiology	Main
18.	Smith, Christa	Medical Assistant	Family Medicine	Hamtramck
19.	Steenbergh, Kimberly	Medical Assistant	Family Medicine	E. Jefferson
20.	Tenenboym, Svetlana	Ultrasound Tech	Radiology	Main

DANIEL	WHA	LE	Y.
	11111		

Plaintiff,

 \mathbf{v}

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

Brian Yaldou (P70600) THE LAW OFFICE OF BRIAN YALDOU 23000 Telegraph Brownstown Twp., MI 48134 (734) 692-9200 Terrence J. Miglio (P30541)
Barbara E. Buchanan (P55084)
VARNUM LLP
Attorneys for Defendant
39500 High Pointe Blvd., Ste. 350
Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

- 1. My name is LINDA Ash
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed wi	th Henry Ford Health System ("HFHS") as
a <u>Kadiologic technologist</u> in	the 1/2 orthopedic office
at Main Campus. II	the <u>1/2 or the pedie office</u> have been employed with HFHS since
2001.	
4. My work uniform is scrubs	or
5. I do not iron my scrubs/oth	er uniform before coming to work and I
have never been disciplined for not doing	so. '
6. HFHS never told me that I had	ad to iron my scrubs/other uniform.
7. In addition:	
I wash and dry my scr	ubs/other uniform at home with my other
I remove my scrubs/o	other uniform from the drying machine inkled.
My spouse/roommate/scrubs/other uniform.	significant other/child/parent washes my
<u>Mo</u> I use a laundry or dr uniform.	y cleaning service for my scrubs/other
I receive my scrubs : HFHS.	from the Scrubex service provided by
Pursuant to 28 U.S.C. §1746, I declar foregoing is true and correct. Executed	on:
Date: 07/04/15	ZINDA Ash Name:
	raino.

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

INSERT NAME

1. My name is XXXIII BOYD .[INSERT NAME]

- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.
- 3. I am currently employed with Henry Ford Health System ("HFHS") as a Childred Nuclear Medicing Tech [INSERT JOB TITLE] in the

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 4105, 2015

HFHS.

Name: [PRINT NAME

DANIEL WHALEY,

Plaintiff,

ν

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
Neil B. Pioch (P67677)
SOMMERS SCHWARTZ, P.C.
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One Towne Square, 17th Floor
Southfield, MI 48076
(248) 335-0300

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Attorneys for Defendant
39500 High Pointe Blvd., Ste. 350
Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

- 1. My name is Nicole Brocker.
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3.	I am currently employed with Henry Ford Health System ("HFHS") as
a prodice	al assistant in the Family Practice Pept Person. I have been employed with HFHS since
at £ 56	. I have been employed with HFHS since
<u>2001</u> .	
4:	My work uniform is scrubs or
5.	I do not iron my scrubs/other uniform before coming to work and I
have never l	been disciplined for not doing so.
6.	HFHS never told me that I had to iron my scrubs/other uniform.
7.	In addition:
	I wash and dry my scrubs/other uniform at home with my other clothes.
	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
	I use a laundry or dry cleaning service for my scrubs/other uniform.
	I receive my scrubs from the Scrubex service provided by HFHS.
	o 28 U.S.C. §1746, I declare under penalty of perjury that the true and correct. Executed on:
Date: 8	-4-15 <u>Nurede Brocker</u> Name:

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
Neil B. Pioch (P67677)
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tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

INSERT NAME

- 1. My name is Amy Cook .[INSERT NAME]
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.
 - 3. I am currently employed with Henry Ford Health System ("HFHS") as

a Sonographer [INSERT JOB TITLE] in the

Name: [PRINT NAME

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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Terrence J. Miglio (P30541) Barbara E. Buchanan (P55084) **VARNUM LLP** Attorneys for Defendant 39500 High Pointe Blvd., Ste. 350 Novi, MI 48375 (248) 567-7400 timiglio@varnumlaw.com bebuchanan@varnumlaw.com

My name is Stefanie Dansby. My name is Stefanie Dansby.

- I make this Declaration based on my personal knowledge. If called as 2. a witness, I can competently testify to the facts set forth in this Declaration.

3.	I am currently employed with Henry Ford Health System ("HFHS") as
a	LPN in the Dialysis
at Maj	in the <u>Dialysis</u> <u>O Campus</u> . I have been employed with HFHS since
2005.	
4.	My work uniform is scrubs or
5.	I do not iron my scrubs/other uniform before coming to work and I
have never	been disciplined for not doing so.
6.	HFHS never told me that I had to iron my scrubs/other uniform.
7.	In addition:
	I wash and dry my scrubs/other uniform at home with my other clothes.
	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
	I use a laundry or dry cleaning service for my scrubs/other uniform.
	I receive my scrubs from the Scrubex service provided by HFHS.
	to 28 U.S.C. §1746, I declare under penalty of perjury that the s true and correct. Executed on:
Date: 8/	6/15 Alarohytan Name:

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

BRIAN YALDOU (P70600)
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Brownstown Twp., MI 48134

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Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is MICOLE Dudley

2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3.	I am currently employed with Henry Ford Health System ("HFHS") as
a	in the IPI
at HF	1 have been employed with HFHS since
6-27-20	
4.	My work uniform is scrubs or
5.	I do not iron my scrubs/other uniform before coming to work and I
have never	been disciplined for not doing so.
6.	HFHS never told me that I had to iron my scrubs/other uniform.
7.	In addition:
	I wash and dry my scrubs/other uniform at home with my other clothes.
	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
	I use a laundry or dry cleaning service for my scrubs/other uniform.
	I receive my scrubs from the Scrubex service provided by HFHS.
Pursuant to foregoing is	28 U.S.C. §1746, I declare under penalty of perjury that the true and correct. Executed on:
Date: <u></u>	3-2015 Name:

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

Brian Yaldou (P70600) THE LAW OFFICE OF BRIAN YALDOU 23000 Telegraph Brownstown Twp., MI 48134 (734) 692-9200 Terrence J. Miglio (P30541)
Barbara E. Buchanan (P55084)
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39500 High Pointe Blvd., Ste. 350
Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

INSERT NAME

- 1. My name is THOMAS FLETTER .[INSERT NAME].
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.
- 3. I am currently employed with Henry Ford Health System ("HFHS") as a Midcur Tectual gest [INSERT JOB TITLE] in the

2:15-cv-12101-DML-DRG Doc # 24-21 Filed 08/27/15 Pg 16 of 42 Pg ID 881
Radiology [NAME OF DEPARTMENT/BUSINESS
TARRE OF BEFAITHERING
UNIT] at [FACILITY NAME]. I have been
employed with HFHS since 33 [INSERT DATE OR YEAR].
4. My work uniform is scrubs or [IF NOT
SCRUBS, DESCRIBE UNIFORM].
5. I do not iron my scrubs/other uniform before coming to work and I
have never been disciplined for not doing so.
6. HFHS never told me that I had to iron my scrubs/other uniform.
7. In addition: [CHECK ALL THAT APPLY]:
I wash and dry my scrubs/other uniform at home with my other clothes.
I remove my scrubs/other uniform from the drying machine before they become wrinkled.
My spouse/roommate/significant other/child/parent washes my scrubs/other uniform. [CIRCLE AND INITIAL ALL THAT APPLY]
✓ I use a laundry or dry cleaning service for my scrubs/other uniform.
I receive my scrubs from the Scrubex service provided by HFHS.
Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:
Date: 05 Aug 2015 JOM FLETIHER Name: [PRINT NAME]

DANIEL WHALEY,

Plaintiff,

Case No. 2:15-cv-12101 Hon. David Lawson

V

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is Michelle Hendrian RTL.
Radiagrapher, Main Campus, OENERALS/OI.

2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3.	I am currently employed with Henry Ford Health System ("HFHS") a
a Race	liographer in the General OI RADIOLOGY
at <u>#FH</u>	Main Compus. I have been employed with HFHS since
2005	
4.	My work uniform is scrubs on <u>Scrubs</u> .
5.	I do not iron my scrubs/other uniform before coming to work and
have neve	r been disciplined for not doing so.
6.	HFHS never told me that I had to iron my scrubs/other uniform.
7.	In addition:
	<u>NO</u> I wash and dry my scrubs/other uniform at home with my other clothes.
	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
	NO I use a laundry or dry cleaning service for my scrubs/other uniform.
	$\frac{NO}{NO}$ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Machell Hershin Name: MICHELE HENDRIAN. Date: <u>August</u> 3, 2015

DANIEL WHALEY,

Plaintiff.

v

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
Neil B. Pioch (P67677)
SOMMERS SCHWARTZ, P.C.
Attorneys for Plaintiff
One Towne Square, 17th Floor
Southfield, MI 48076
(248) 335-0300

Brian Yaldou (P70600)
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Brownstown Twp., MI 48134
(734) 692-9200

Terrence J. Miglio (P30541)
Barbara E. Buchanan (P55084)
VARNUM LLP
Attorneys for Defendant
39500 High Pointe Blvd., Ste. 350
Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

- 1. My name is <u>Vathrive Kohling</u>.
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

 Y_{I}

3.	I am currently employed with Henry Ford Health System ("HFHS") as
a Mod	iral Assistant in the Family Medicine I
at Hac	<u>Nhamak</u> . I have been employed with HFHS since
May 2	015
4.	My work uniform is scrubs or
5.	I do not iron my scrubs/other uniform before coming to work and I
have never	been disciplined for not doing so.
6.	HFHS never told me that I had to iron my scrubs/other uniform.
7.	In addition:
(I wash and dry my scrubs/other uniform at home with my other clothes.
	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
	I use a laundry or dry cleaning service for my scrubs/other uniform.
	I receive my scrubs from the Scrubex service provided by HFHS.
	to 28 U.S.C. §1746, I declare under penalty of perjury that the s true and correct. Executed on:
Date: 8	14/15 Kaltur Kohlny Name: Vahlus

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF JOSEPHINE LAKEA

- 1. My name is JOSEPHINE LAUA.
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

	3.	I am currently employed with Henry Ford Health System ("HFHS") as
a <u>l</u>	Ng	in the West Pavilian Dialych
at _	2011	. I have been employed with HFHS since
	4.	My work uniform is scrubs or <u>Scrubs</u> .
	5.	I do not iron my scrubs/other uniform before coming to work and I
have	never b	been disciplined for not doing so.
	6.	HFHS never told me that I had to iron my scrubs/other uniform.
	7.	In addition:
		I wash and dry my scrubs/other uniform at home with my other clothes.
		I remove my scrubs/other uniform from the drying machine before they become wrinkled.
		My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
		I use a laundry or dry cleaning service for my scrubs/other uniform.
		I receive my scrubs from the Scrubex service provided by HFHS.
		28 U.S.C. §1746, I declare under penalty of perjury that the true and correct. Executed on:
Date:	8	5/15 JOSEPHINE S. VAUEA Name:

$\mathbf{D}_{\mathbf{A}}$	ላነ	1IE	L	W	\mathbf{H}	AL	EΥ	۲.
	_		_					

Plaintiff,

 \mathbf{v}

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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Attorneys for Defendant
39500 High Pointe Blvd., Ste. 350
Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

- 1. My name is Abdul Call.
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3.	I am	currently employed with Henry Ford Health System ("HFHS") as
a <u>N</u>	redi	cal Assistante the Family Medicine
at	fembr	. I have been employed with HFHS since
11/200	<u>l</u> .	
4.	Му ч	work uniform is scrubs or
5.	I do	not iron my scrubs/other uniform before coming to work and I
have nev	er been d	lisciplined for not doing so.
6.	HFH	S never told me that I had to iron my scrubs/other uniform.
7.	In ad	ldition:
		I wash and dry my scrubs/other uniform at home with my other clothes.
		I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	F-Armaninovanus	My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
		I use a laundry or dry cleaning service for my scrubs/other uniform.
	************	I receive my scrubs from the Scrubex service provided by HFHS.
		U.S.C. §1746, I declare under penalty of perjury that the and correct. Executed on:
Date:	214[15 Abdul Laby Name:

DANIEL	WHALEY,
DIAI HILL	111111111111111111111111111111111111111

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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Attorneys for Defendant
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Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DEC	LARATION O	INSERT NAME		
1.	My name is _	Curns	MARTIN	[<mark>INSERT NAME</mark>].

- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

2.15-CV-12101-DIVIL-DRG DOC# 24-21 Filed 08/27/15 F	29 26 01 42 PY ID 891
RADIOLOGY [NAME OF DE	EPARTMENT/BUSINESS
UNIT] at #### [FACILITY	
employed with HFHS since 7 YEALS [INSERT DAT]	E OR YEAR].
4. My work uniform is scrubs or	[IF NOT
SCRUBS, DESCRIBE UNIFORM].	
5. I do not iron my scrubs/other uniform before	ore coming to work and I
have never been disciplined for not doing so. / Ac	SLEE
6. HFHS never told me that I had to iron my sc	rubs/other uniform. / AGREE
7. In addition: [CHECK ALL THAT APPLY]:	
I wash and dry my scrubs/other unifor clothes.	rm at home with my other
I remove my scrubs/other uniform f before they become wrinkled.	from the drying machine
My spouse/roommate/significant othe scrubs/other uniform. [CIRCLE ANI APPLY]	r/child/parent washes my O INITIAL ALL THAT
I use a laundry or dry cleaning servention.	vice for my scrubs/other
$\frac{MO}{M}$ I receive my scrubs from the Scrub HFHS.	pex service provided by
Pursuant to 28 U.S.C. §1746, I declare under penal foregoing is true and correct. Executed on: Date: 8/5//5 Name: [PRIN	Ity of perjury that the NT NAME ARTI

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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Novi, MI 48375
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tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF Cheisey Mousouleas

1. My name is neisey

2. I make this Declaration based on my personal knowledge. If called as

a witness, I can competently testify to the facts set forth in this Declaration.

	3.	I am currently employed with Henry Ford Health System ("HFHS") as
a	ER	-Tech in the ER
at <u>C</u>	Noi	Compus. I have been employed with HFHS since
14	<u> </u>	
1	4.	My work uniform is scrubs or
	5.	I do not iron my scrubs/other uniform before coming to work and I
have	never	been disciplined for not doing so.
	6.	HFHS never told me that I had to iron my scrubs/other uniform.
	7.	In addition:
		I wash and dry my scrubs/other uniform at home with my other clothes.
		I remove my scrubs/other uniform from the drying machine before they become wrinkled.
		My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
		I use a laundry or dry cleaning service for my scrubs/other uniform.
		I receive my scrubs from the Scrubex service provided by HFHS.
foreg	oing is	o 28 U.S.C. §1746, I declare under penalty of perjury that the strue and correct. Executed on:
Date:	<u>8</u>	14 2015 / Lug / Lullun

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

Brian Yaldou (P70600) THE LAW OFFICE OF BRIAN YALDOU 23000 Telegraph Brownstown Twp., MI 48134 (734) 692-9200 Terrence J. Miglio (P30541)
Barbara E. Buchanan (P55084)
VARNUM LLP
Attorneys for Defendant
39500 High Pointe Blvd., Ste. 350
Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

- 1. My name is PATRICIA NEAGU.
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as
a Mainmographer in the Breast Imaging
at NCO. I have been employed with HFHS since
<u>2012 .</u>
4. My work uniform is scrubs orSCNUBS
5. I do not iron my scrubs/other uniform before coming to work and I
have never been disciplined for not doing so. Connect
6. HFHS never told me that I had to iron my scrubs/other uniform. Control
7. In addition:
<u>Jes</u> I wash and dry my scrubs/other uniform at home with my other clothes.
Jes I remove my scrubs/other uniform from the drying machine before they become wrinkled.
My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
No I use a laundry or dry cleaning service for my scrubs/other uniform.
No I receive my scrubs from the Scrubex service provided by HFHS.
Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:
Date: 8.4.2015 PATRICIA NEAGU Name:

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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DECLARATION OF Angela Nicolaou

- 1. My name is Angela Nicolaou.
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a Lead Vascular Ultrasound Technologist in the Vascular Lab at Henry Ford Hospital. I have been employed with HFHS since 2002.

4. My work uniform is scrubs.

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so.

6. HFHS never told me that I had to iron my scrubs/other uniform.

7. In addition:

X I wash and dry my scrubs/other uniform at home with my other clothes.

X I remove my scrubs/other uniform from the drying machine before they become wrinkled.

____ My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.

I use a laundry or dry cleaning service for my scrubs/other uniform.

____ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8/4/2015

Mame: Angela Nicolaou

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant,

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is 0

2. I make this Declaration based on my personal knowledge. If called as

a witness, I can competently testify to the facts set forth in this Declaration.

3.	I am currently employed with Henry Ford Health System ("HFHS") as
a fax	ient Sitter in the Clinical Resource Office
at - - - - - - - - - - - - - - - - - -	FIRM Main I have been employed with HFHS since
4.	My work uniform is scrubs or
5.	I do not iron my scrubs/other uniform before coming to work and I
have never	been disciplined for not doing so.
6.	HFHS never told me that I had to iron my scrubs/other uniform.
7.	In addition:
	I wash and dry my scrubs/other uniform at home with my other clothes. I wash my uniforms with uniforms only.
	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.
	I use a laundry or dry cleaning service for my scrubs/other uniform.
	I receive my scrubs from the Scrubex service provided by HFHS.
Pursuant to foregoing is	o 28 U.S.C. §1746, I declare under penalty of perjury that the true and correct. Executed on:
Date:	4/15 Soner Kush
- 1	/ Name!:

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

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DECL ADARTON OF

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bebuchanan@varnumlaw.com

DEC.	LAKATION)r	INSERT NAME
1.	My name is	David Silver	.[<mark>INSERT NAME</mark>]

- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.
- 3. I am currently employed with Henry Ford Health System ("HFHS") as

 a Rading (apher [INSERT JOB TITLE] in the

Bad	olo	[NAME OF DEPARTMENT/BUSINESS
UNIT] at		[FACILITY NAME]. I have been
		FHS since 1997 [INSERT DATE OR YEAR].
4.	My	work uniform is scrubs or 4e 9 . [IF NOT
SCRUBS,	DESC	RIBE UNIFORM].
5.	I do	not iron my scrubs/other uniform before coming to work and I
have never	been o	disciplined for not doing so. $\psi_{e\mu}$
6.		IS never told me that I had to iron my scrubs/other uniform. $4ec$
7.	In ac	ldition: [CHECK ALL THAT APPLY]:
	1	I wash and dry my scrubs/other uniform at home with my other clothes.
	\neq	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	8 6	My spouse/roommate/significant other/child/parent washes my scrubs/other uniform. [CIRCLE AND INITIAL ALL THAT APPLY]
	40	I use a laundry or dry cleaning service for my scrubs/other uniform.
	No	I receive my scrubs from the Scrubex service provided by HFHS.
foregoing is	strue	U.S.C. §1746, I declare under penalty of perjury that the and correct. Executed on:
Date:	5/11	Name: [PRINT NAME]

$T \wedge A$	NIEL	XX/I.I A	Υ	DXZ
$\mathcal{L}\mathcal{L}$	TATEL	WITH	١Ì.	ry.

Plaintiff,

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Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

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bebuchanan@varnumlaw.com

- 1. My name is Christa Smith
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

	3.	I am	currently employ	ed with H	enry Ford F	Iealth System	("HFHS") as
a _	Medic	al la	5515 fan t	in the	Family	Practice	Department
			<u>K</u>		•		
<u> 20</u>	00				·		
	4.	Му	work uniform is so	rubs or _	···		
	· 5.	I do	not iron my scru	bs/other v	miform bef	ore coming to	work and I
ha	ve never	been o	lisciplined for not	doing so.			
	6.	HFH	S never told me th	nat I had to	o iron my so	rubs/other uni	form.
	7.	In ad	ldition:			•	
		<u>X</u>	I wash and dry r	ny scrubs.	other unifo	rm at home w	ith my other
		***************************************	I remove my se before they become			from the dryi	ng machine
			My spouse/roon scrubs/other unit		nificant othe	er/child/parent	washes my
			I use a laundry uniform.	or dry c	leaning ser	vice for my	scrubs/other
			I receive my se HFHS.	crubs froi	n the Scru	bex service p	provided by
			U.S.C. §1746, I and correct. Exe			alty of perju	ry that the
Da	te: <u>8</u> [4]	120	215	Ī	Vame:	S	∼

DANIEL WHALEY,

Plaintiff,

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Case No. 2:15-cv-12101 Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254) Neil B. Pioch (P67677) SOMMERS SCHWARTZ, P.C. Attorneys for Plaintiff One Towne Square, 17th Floor Southfield, MI 48076 (248) 335-0300

Brian Yaldou (P70600)
THE LAW OFFICE OF BRIAN
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Brownstown Twp., MI 48134
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tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is

2. I make this Declaration based on my personal knowledge. If called as

a witness, I can competently testify to the facts set forth in this Declaration.

3.	I am currently employed with Henry Ford Health System ("HFHS") as
a Med	weal assistant in the family modicine of
at HCH	LCal assistant in the family modicine of E. Jeffason. I have been employed with HFHS since
1994.	• · · · · · · · · · · · · · · · · · · ·
4.	My work uniform is scrubs or
5.	I do not iron my scrubs/other uniform before coming to work and I
have never	been disciplined for not doing so.
6.	HFHS never told me that I had to iron my scrubs/other uniform.
7.	In addition:
	I wash and dry my scrubs/other uniform at home with my other clothes.
·	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
	My spouse doommate/significant other/child/parent washes my scrubs/other uniform.
	I use a laundry or dry cleaning service for my scrubs/other uniform.
	I receive my scrubs from the Scrubex service provided by HFHS.
	o 28 U.S.C. §1746, I declare under penalty of perjury that the strue and correct. Executed on:
Date: X	24-15 Limbel Steller

Name:

DANIEL WHALEY,

Plaintiff,

V

Case No. 2:15-cv-12101 Hon. David Lawson

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tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

[INSERT NAME]

- 1. My name is SVETLAND TENENBOYM .[INSERT NAME].
- 2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.
 - 3. I am currently employed with Henry Ford Health System ("HFHS") as
- a <u>Ultrasound tech</u> [INSERT JOB TITLE] in the

2:15-cv-12	101-DN	/IL-DRG
	adre	[NAME OF DEPARTMENT/BUSINESS
<mark>UNIT</mark>] at		FACILITY NAME. I have been
		FHS since 2005 [INSERT DATE OR YEAR].
4.	My v	vork uniform is scrubs or [IF NOT
SCRUBS, I	DESCF	RIBE UNIFORM].
5.	I do	not iron my scrubs/other uniform before coming to work and I
have never	been d	isciplined for not doing so. Agree
6.	HFH	S never told me that I had to iron my scrubs/other uniform. Agree
7.	In ad	dition: [CHECK ALL THAT APPLY]:
	1/	I wash and dry my scrubs/other uniform at home with my other clothes.
	\checkmark	I remove my scrubs/other uniform from the drying machine before they become wrinkled.
		My spouse/roommate/significant other/child/parent washes my scrubs/other uniform. [CIRCLE AND INITIAL ALL THAT APPLY]
		I use a laundry or dry cleaning service for my scrubs/other uniform.
		I receive my scrubs from the Scrubex service provided by HFHS.
		U.S.C. §1746, I declare under penalty of perjury that the and correct. Executed on:
Date: _ 8	15/19	Name: [PRINT NAME]